Dorset Safeguarding Children Board

Annual Training Programme 2011-2012

DSCB
Dorset Safeguarding Children Board

Safeguarding is everybody's business

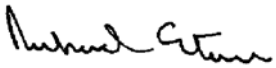
Foreword

The Dorset Safeguarding Children Board (DSCB) was established in 2006 following the passing of the 2004 Children Act. The role of the DSCB is to co-ordinate and make effective the work of the key agencies that safeguard and promote the welfare of children in Dorset.

As a statutory Board the DSCB consists of senior members of all the agencies in Dorset with a safeguarding remit. These include the County and District Councils, Police, numerous Health agencies, Probation etc.

Whilst the main objective of the Board is keeping children safe the statutory guidance in 'Working Together to Safeguard Children' (March 2010) requires LSCB's to: *'Provide multi-agency training with a view to facilitating shared understanding between agencies, more integrated services, better communication, and better working relationships'.*

This brochure has been compiled to meet this statutory requirement and as Chair of the Board I am very pleased to support the multi-agency training programme. I strongly encourage you to take up the learning opportunities available which I am sure you will find both informative and enjoyable.



Richard Stowe
Chair of the Dorset Safeguarding Children Board

Introduction to the programme

Welcome to the Dorset Safeguarding Children Board's Multi-agency Learning and Development Opportunities for staff working with children and young people for 2011-2012.

The programme sets out a variety of training opportunities delivered through the Dorset County Council Learning and Development Section servicing the Dorset Safeguarding Children Board.

From this programme you can access a range of high quality training from essential introductory sessions for those who are new to safeguarding to the more complex training which is aimed at lead practitioners working with children, young people and their families. All of the courses are delivered by highest quality national and local training providers.

We encourage multi-agency learning and value the networking that colleagues are able to engage in from partner agencies. Some of the courses that we provide not only have a multi-agency sign up from the Children's Workforce but also include practitioners from Adults Services to ensure that we are promoting co-operation and joint working across services to achieve outcomes.

Our aim is to improve and promote best practice at all levels for Dorset to safeguard and protect children and young people from harm.

The 2011-12 training programme has a number of new courses available which have been identified through local initiatives and findings such as those from Serious Case Reviews

I hope that you are able to make use of these opportunities to strengthen your knowledge and skills to support you in your role working with children and young people.

Mike Henry
Chair of the Pan Dorset Safeguarding Through Training Working Group

General information

Website

Information on multiagency staff development and training opportunities are also held on the following pages of the DSCB website.
www.dorset/lscb.co.uk/site/advice-for-people-working-with-children/training

Training costs

Each of the courses has a unit cost displayed. Some community agencies will be able to access these courses at no cost. However agencies such as Borough, District and Parish Councils and Corporate Organisations will be required to pay the unit cost fee. Your organisation will be invoiced for the course fee after the course has been attended. If you are a non profit making or voluntary agency you are not required to pay to access any of these multiagency courses. However you may be subject to cancellation fees as per the cancellation policy in appendix B.

Unable to attend training events

If you are required, or you have been invited to attend a particular training event, you will be expected to inform your line manager of any difficulties you have in attending, as soon as you are aware of them. You will also need to inform Learning & Development Business Support on 01305 224930 that you will not be attending.

This will assist us in a number of ways:

- To enable someone else to be offered your place;
- To enable us to cancel or postpone a course with sufficient notice;
- To avoid the unnecessary expense of paying a full fee for non-attendance and for catering

Learning and Development operate a cancellation policy which can be found at the back of this brochure as Appendix B. Failure to notify of a cancellation may result in a charge being incurred.

How to apply for a training or staff development activity

To make an application to attend training you should:

- Discuss the relevance of the training and development activity with your line manager.
- Enlist his or her support in your request by asking them to complete the appropriate Learning and Development nomination form (Appendix A). The training 'L&DN1' form is located at the back of this brochure and should be used for all training applications, as it assists with the training records for every individual member of staff / course participant).
- Send your completed LDN1 form to, Learning and Development, Top O Town House, Bridport Road, Dorchester DT1 1XT.
- Nominations are short listed and confirmations are sent 4 weeks prior to the course, if you do not receive confirmation of your place you have not been successful and will need to renominate for the next event.

Training progression flow chart

We offer several different levels of training for all workers in the Children's Workforce and recommend that everyone starts at Safeguarding Children but it can be confusing as to which pathway to take, therefore we have included a safeguarding flowchart and levels identifier in Appendix C and D to help you and your manager map out your personal training plan based on which level is right for you.

An Introduction to Autism Spectrum Disorder (ASD) (Primary and Secondary Age)

This course is a basic introduction for professionals who work with children and / or their families who have a diagnosis of Asperger's Syndrome, or are at the more able end of the Autism spectrum, or have a very similar pattern of difficulties but may not have a formal diagnosis.

To enable workers to gain the most from this learning experience, we are targeting the sessions on the age of the children/YP workers interact with.

- The Introduction for primary age is focusing on the perspective and difficulties children up to age 11 experience.
- The Introduction for secondary age is focusing on the perspective and difficulties of children and YP aged 11+.

Dates:	Venue:
* 28 September 2011	Community Learning and Resources Centre, Wimborne
** 9 November 2011	Community Learning and Resources Centre, Wimborne

* Primary Age ** Secondary Age 11+

Learning Outcomes

By the end of the course participants will be able to:

- Understand the pattern of difficulties associated with ASD.
- Recognise how key differences in development and in information processing can affect the understanding and behaviour of a child or young person.
- Be able to look at situations from the perspective of a child/YPwith ASD.

Duration/Times

1 day 9.30am – 4.30 pm

Target Audience:

Those working in a professional or voluntary capacity who may come into contact with children and young people with Autism.

Unit Cost: £50.00

Supporting a Child with Autism Spectrum Disorder (Primary and Secondary Age)

This course builds on the introductory course for professionals who work with children and YP/ or their families who have a diagnosis of Asperger's Syndrome, or are at the more able end of the Autism spectrum, or have a very similar pattern of difficulties but may not have a format tern of difficulties but may not have a formal diagnosis.

To enable workers to gain the most from this learning experience, we are targeting the sessions on the age of the children/YP workers interact with.

- The Introduction for primary age is focusing on the perspective and difficulties children up to age 11 experience.
- The Introduction for secondary age is focusing on the perspective and difficulties of children and YP aged 11+.

Dates:	Venue:
* 12 October 2011	Community Learning and Resources Centre, Wimborne
** 30 November 2011	Community Learning and Resources Centre, Wimborne

* Primary Age ** Secondary Age 11+

Learning Outcomes

By the end of the course participants will be able to:

- Takes steps to ensure the child/YP with ASD can communicate their wants and needs, and understands fully what others are asking of them.
- Adapt aspects of the environment and to adjust their own behaviour and expectations in ways that best meet the needs of a child/YP was ASD.
- Identify common strategies that can be used to teach a child/YP with ASD key new skills.

Duration/Times

1 day 9.30am – 4.30 pm

Target Audience:

This course is only open to those who have completed the relevant introduction course, or one of the ASD training course delivered 2010.

Those working in a professional or voluntary capacity who may come into contact with children and young people with Autism on a daily basis.

Unit Cost: £50.00

Assessing Sexually Inappropriate Behaviour in Young People

To increase awareness, knowledge and provide skills for practitioners to carry out assessment on a young person who has shown sexually inappropriate behaviour. This will include the ability to produce a statement about their risks and an indication of the work that would be required to minimise those risks.

Dates:	Venue:
2 & 3 June 2011	Top O Town House, Dorchester
22 & 23 March 2012	Purbeck Centre, Wareham

Learning Outcomes:

- To help practitioners understand what is meant by sexually inappropriate behaviours and to identify such behaviours
- To enable practitioners to carry out an initial assessment on a young person involved in sexually inappropriate behaviour
- To assist practitioners in deciding on appropriate and effective interventions for young people, their families and carers
- To assist with decisions about risk

Duration/Times

2 days 9.30am - 4.30pm

Level 4 - Target audience:

Social Workers, Social Work Assistants, Residential Child Care Workers, Child and Family Support Workers, Counsellors, Youth Justice Officers, Teachers, Tutors, Drug Workers.

Unit Cost: £120.00

Assessment and Direct Work with Children and Families

This course is part of the Child Protection Programme, and aims to identify different methods of direct work with children and families.

Dates:	Venue:
14-16 September 2011	The Dorford Centre Dorchester

Learning Outcomes:

- Illustrate knowledge of assessment in Child Protection and Children in Need in relation to Department of Health guidelines issued in January 2000. (Working together to Safeguard Children; Framework for the Assessment of Children in Need and their Families).
- Systematically consider situations where there is concern for the welfare of the child in the context of needs led assessment of children, and parenting capacity.
- Identify different methods of direct work with children / young people / families.
- Demonstrate a perspective on inter-agency work and responsibilities in Child Protection / Children in Need.
- Demonstrate skills of working with children and families before abuse is an issue.

Duration/Times

3 days 9.30am - 4.30pm

Level 3 - Target audience:

Multi-Agency for workers who are making decisions about Children in Need and significant harm and who have undertaken the two-day Child Protection Matters Course, or equivalent. Relevant for primary health care professionals, social services, education, probation, private and voluntary units.

Unit Cost: £140.00

Childcare Law and Practice for Non-Childcare Staff

This course aims to give participants an outline of the key provision of the 1989 Children Act and updates to this legislation.

Learning Outcomes:

- State the main principles and messages of the Acts
- Consider how to use this information in their own setting

Duration/Times

1 days 9.30am - 4.30pm

Level 3 - Target audience

Social Workers, Social Work Assistants, Mental Health, Sensory Loss and Disability Teams, Occupational Therapists / Assistants, Dedicated Child Care Support Services Staff.

Unit Cost: £35.00

Provided on a need basis please, contact Learning and Development

Children Act 1989 Comprehensive Course and Legislation Update

This course aims to help participants gain and understanding of the main principles and messages of the Children Act 1989 and updates to this legislation, and also to begin to put this understanding into context of participants' own work setting.

Learning Outcomes:

- State the key principles of the Children Act 1989
- Describe the provisions of Part III of the Act – Duty to promote family upbringing
- Identify the main aspects of the court orders enshrined in the act
- Describe the main duties of the Local Authority with respect to 'looked after children' and children living away from home
- Describe the key features of the Children (Leaving Care) Act 2000, Adoption and Children Act 2002 and the Children Act 2004 and the Children and Young Persons Act 2008.

Duration/Times

2 days 9.30am - 4.30pm

Level 3 - Target audience

Social workers and social work assistants in childcare and children who are disabled teams, child and family support workers, residential and day care staff for children.

Unit Cost: £35.00

Provided on a need basis please, contact Learning and Development

Common Assessment Framework Training for Practitioners

The Common Assessment Framework (CAF) for children and young people offers a standard approach to information gathering, evaluation and action planning across services working with children. This one day course will address the practicalities of using the CAF in your work with children and families.

Dates:	Venue:
12 April 2011	Weymouth College
10 May 2011	Wimborne Learning & Resource Centre
18 May 2010	Top O Town House, Dorchester
22 June 2011	Christchurch Local Office
24 June 2011	The Crown Hotel, Blandford
7 July 2011	DSEC Bovington Middle School, Wool
22 September 2011	Weymouth College

Learning Outcomes:

By the end of the course participants will be able to:

- Recognise the CAF's potential for supporting early intervention, reducing the bureaucracy experienced by children and families and informing specialist assessments where needed
- Complete a CAF and know when to do so
- State the lead professional role
- Recognise more professional roles and improve integrated working

Duration/Times
1 day, 9.30 – 16.30

Level 3 – Target Audience:
All practitioners involved in meeting the five outcomes for children and young people from Every Child Matters, for example schools inclusion co-ordinators (INCo)/pastoral support, higher level teaching assistants (HLTA)) inclusion workers, Behaviour Support Service (BSS), Education Social Work and Attendance Service (ESWAS), health visitors, midwives, school nurses, hospital and community paediatric health teams, youth workers, Connexions, ASSIST workers, social work teams, Youth Offending Team (YOT), children's centre teams, early years practitioners, the private, voluntary and independent sector amongst others.

Unit Cost: £25.00

Court Skills - Introduction

To provide basic knowledge of court processes and procedures in Child Care cases including the role of participants.

Learning Outcomes:
- Outline the roles of key personnel in Children Act proceedings.
- Describe own role in preparing statements and giving evidence.
- Describe the processes of giving evidence from examination-in-chief to re-examination and know the difference between the stages.

Duration/Times
Half a Day 9.30 am – 12.45 pm

Target audience
Social Workers and Social Work Assistants in childcare and children who are disabled teams. Child and Family Support Workers, Residential Staff who require basic knowledge of court processes.

Unit Cost: £60.00
Provided on a need basis, please contact Learning and Development

Court Skills – Witness Workshop

This course aims to extend knowledge of "best practice" in preparing for court and to increase skills and confidence as witnesses.

Learning Outcomes:
- Practised techniques for presenting evidence confidently and effectively.
- Explored good practice issues in pre-court preparation.
- Identified the differences between giving evidence during examination-in-chief and cross-examination.

Duration/Times
2 days 9.30am - 4.30pm

Level 3 - Target audience:
Social Workers and Social Work Assistants in child care and children who are disabled teams and Child and Family Support Workers who have either completed a basic course or who already have a basic knowledge to increase self confidence as a witness.

Unit Cost: £100.00
Provided on a need basis, please contact Learning and Development

Early Support Training: - An Introduction to Keyworking and Family Focused Partnership Work

This half day Early Support course aims to present the context for Early Support which is specific to Dorset. It also aims to provide participants with the opportunity to explore partnership working and Keyworking for further consideration of how these collaborative relationships may be taken forward in the area specific to them.

Learning Outcomes:

Participants will learn;-

- The role of the Key worker
- Early Support principles, practices and materials relevant to processes in Dorset
- The role of multi-agency meetings and the Family-Service Plan
- How to improve multi-agency working locally

Dates:	Venue:
11 May 2011	Blandford Children's Centre
8 June 2011	Purbeck Centre, Wareham
30 June 2010	Somerford Children's Centre
10 August 2011	Top O Town House, Dorchester
15 September 2011	Shaftesbury Centre, Wareham
13 October 2011	Purbeck Centre, Wareham

Duration

Half a Day

Target audience

- Managers and practitioners from all agencies who are involved with supporting young children from birth to six years.
- Families of children who are disabled and/or have complex health needs.

Unit Cost: No charge

Emotional Abuse and Neglect (Making Sense of Children's Needs)

This three day course aims to give participants an opportunity to develop their understanding of emotional abuse and neglect and to explore ways of defining abuse, assessing levels of concern and developing an appropriate inter-agency response.

Dates:	Venue:
20 -22 September 2011	The Dorford Centre, Dorchester
13 -15 March 2012	The Dorford Centre, Dorchester

Learning Outcomes:

By the end of the course participants should be able to:

- Define emotional abuse and neglect within the context of current research and policy.
- Understand how attitudes and values can influence responses in situations of emotional abuse and neglect
- Use appropriate tools to assess the level of concern
- Use attachment theory to understand the impact of emotional abuse on the developing child.
- Ensure that the impact of the situation on the child informs all interventions
- Use an understanding of resilience to develop effective plans.

Duration/Times

3 days 9.30am - 4.30pm

Level 3 - Target audience

Health Visitors, Teachers, Social Workers, Probation Officers, Police, E.W.O's, School Nurses, Fostering Officers, Residential and Day Care Workers, Private / Voluntary Agencies, General Practitioners etc. All Professionals in child care, child health and mental health settings.

Unit Cost: £225.00

Introduction to Protecting Disabled Children

This course aims to increase awareness of the particular vulnerabilities of disabled children and to provide participants with an opportunity to explore ways in which we can effectively safeguard disabled children from harm.

Dates:	Venue:
7 & 8 July 2011	The Dorford Centre, Dorchester

Learning Outcomes:

- Describe the particular circumstances which make disabled children vulnerable to abuse
- Work within the social model of disability
- Assess the signs and indicators presented by disabled children who may have been subjected to abuse
- Plan their work with disabled children taking account of their particular communication needs
- Work effectively with disabled children within the procedures for safeguarding children from harm
- Ensure the interventions remain focused in the best interests of the child whilst working in complex situations where there are many competing demands and priorities

Related learning event

Protecting Disabled Children
Follow on course. The introductory course is a prerequisite for the follow on course.

Duration/Times
2 days 9.30am - 4.30pm

Level 3 - Target Group
Practitioners who are working with children and young people with disabilities.

Unit Cost: £125.00

Joint Investigation

The aim of this course is to equip police and social workers with the knowledge and skills to plan, prepare and conduct ABE Joint Interviews of children and young people who have experienced sexual and non sexual abuse.

Dates:	Venue:
14 - 25 November 2011	Top O Town House Dorchester
5 -16 November 2011	Top O Town House Dorchester

Learning Outcomes:

- Outline history of 'Joint Interviews'.
- Explain the roles and responsibilities of different agencies involved in the investigation process.
- List the special measures available to children and vulnerable witnesses.
- Give an overview of child development and describe how this is crucial in the planning of any interview.
- Describe and demonstrate a working knowledge of ABE/PEACE interview models.
- Demonstrate knowledge of criminal legislation relevant to the ABE investigation process.
- Work jointly with partner agency to plan, prepare and undertake ABE joint Interview, in accordance with local protocol and guidance.

Related learning event

The one day **PEACE Day Training** is a prerequisite for social workers who are planning to attend Joint Investigation

Duration/Times

2 Weeks 9.30am - 4.30pm

Level 4 - Target audience

Qualified social workers and police officers who have completed 'Safeguarding Children – Sexual Abuse Foundation' and have a knowledge of 'PEACE' Interviewing.

Unit Cost: £325.00

Keeping Children Safe – putting analysis into assessment

Safeguarding children often involves making sense of a great deal of complex information. In order to do this all professionals involved with the child need to collaborate together in gathering and sharing information, challenging each others views, and use a sound evidence base to formulate an analysis of the situation.

Lessons from serious case reviews nationally and locally, have highlighted the need for effective analysis as part of the assessment process. This two day course therefore aims to give professionals involved in safeguarding children an opportunity to work together to develop skills in analysing information and reaching sound judgements about the needs of the child.

Dates:	Venue:
21 & 22 June 2011	Top O Town House Dorchester
22 & 23 September 2011	Purbeck Centre, Wareham
25 & 26 January 2012	Top O Town House Dorchester
28 & 29 March 2012	Top O Town House Dorchester

Learning Outcomes:

By the end of the course participants will:

- Have explored the factors that might affect the analysis of information including their own attitudes, values and the boundaries of their own competence and responsibility.
- Have considered the way in which communication within multi-agency networks might effect the analysis of information.
- Have developed confidence in challenging the views of others within the multi-agency network
- Be able to use the expertise of others to inform their own assessment of the child's needs
- Use appropriate frameworks to understand the significance of information and its relationship to the risk of significant harm to the child.
- Be able to use supervision effectively in order to promote critical thinking.

Duration/Times

2 day 9.30am - 4.30pm

Level 3 - Target audience

Social Workers, Social Work Assistant, Managers, Education Social Workers, Health Professional, Residential Child Care Workers, practitioners working with a child in need.

Unit Cost: £125.00

Level 2 Intervention: Working with Young People with Sexually Problematic Behaviour

This course provides practitioners with the opportunity to develop confidence in their ability to work long term with young people who have sexually problematic behaviour in order to minimise the risks of re-offending. This course must be preceded by the assessment course as it builds on the material presented in that course.

Dates:	Venue:
14 & 15 November 2011	The Dorford Centre, Dorchester

Learning Outcomes:

- To help practitioners carrying out longer term work with such young people to deal with issues of sex education, fantasy, victim empathy and relapse prevention.
- To discuss ways of supporting families, residential placements and foster-carers in dealing with the impact of sexualised behaviour by a young person.

Duration/Times

2 days 9.30am - 4.30pm

Level 4 - Target audience

Social Workers, Social Work Assistants, Educational Psychologists, Residential Child Care Workers, Child and Family Support Workers, Counsellors, Youth Justice Officers, probation Officers, Teachers, Tutors, Drug Workers.

Unit Cost: £125.00

Protecting Disabled Children (Follow On Course)

The aim of this course is to build on the learning from the introductory training and particularly consider the way in which disabled children might experience emotional harm and neglect.

Participants have to have completed the introductory course.

Dates:	Venue:
9 & 10 November 2010	Merley House, Wimborne

Learning Outcomes:

- Identify the ways in which disabled children may be neglected or emotionally harmed by the behaviour of those caring for them.
- Use models which help us to identify and classify emotional abuse and neglect and apply these to disabled children.
- Understand how attachment theory may be applied to disabled children.
- Identify ways in which the development of a secure attachment may be disrupted for disabled children and the implications of this for assessing their development.
- Use an understanding of resilience to develop effective plans for disabled children.
- Work with complex multi-agency networks to ensure that risks are assessed and interventions meet the needs of the child.

Duration/Times

2 days 9.30am - 4.30pm

Level 3 - Target audience

Practitioners who are working with children and young people with disabilities.

Unit Cost: £125.00

Safeguarding Children

This course aims to raise the awreness of Safguarding Children; Child Protection and Child Protection Procedures. Particpants will be provided with knowledge to enable them to undertake the safeguarding role in thier workplace.

Dates:	Venue:
12 & 13 May 2011	Merley House, Wimborne
14 & 15 June 2011	Side by Side Centre Poundbury
14 & 15 July 2011	Merley House, Wimborne
12 & 13 September 2011	Side by Side Centre Poundbury
13 & 14 October 2011	Merley House, Wimborne
10 & 11 November 2011	Merley House, Wimborne
7 & 8 December 2011	Side by Side Centre Poundbury
12 & 13 January 2012	Side by Side Centre Poundbury
22 & 24 February 2012	Merley House, Wimborne
22 & 23 March 2012	Side by Side Centre Poundbury

Learning Outcomes:

- List the categories and main indicators of Child Abuse.
- Explain the diverse context in which Child Abuse takes place.
- Outline the key messages from Serious Case Reviews.
- Describe sex offending behaviour and The Grooming Process
- Describe the impact of domestic violence on children and families.
- Describe the Multi-Agency working, referral and investigation and recording process.
- Respond appropriately to Child Protection concerns.
- Explain the impact of abuse on families.

Duration/Times

2 days 9.30am - 4.30pm

Level 3 - Target audience:

Multi-Agency for all agencies in child care, early year's settings, child health and mental health.

Unit Cost £100.00

Safeguarding Children Update

To build on previous child protection training and refresh key learning on safeguarding procedures and practice.

Dates:	Venue:
5 May 2011	Merley House, Wimborne
16 June 2011	Side by Side Centre Poundbury
12 July 2011	Merley House, Wimborne
16 September 2010	Side by Side Centre Poundbury
6 October 2011	Side by Side Centre Poundbury
22 November 2011	Merley House, Wimborne
13 December 2011	Merley House, Wimborne
23 January 2012	Merley House, Wimborne
28 February 2012	Side by Side Centre Poundbury
26 March 2012	Side by Side Centre Poundbury

Learning Outcomes:

- Demonstrate an in-depth understanding of what to do when there are concerns about a child's welfare in complex and challenging situations.
- Demonstrate skills in managing exits from the safeguarding process in a manner that promotes the long term welfare of the child/young person.
- Demonstrate a highly developed awareness of their own roles and responsibilities, and those of others in safeguarding and promoting the welfare of children through the assessment, planning, intervention and review process.
- Describe and be able to advise others on when and how to share information on a child about whom they have concerns in accordance with local protocols and procedures.
- Develop strategies for overcoming blocks to effective inter-agency working.
- Demonstrate skills in communicating effectively with children, families and fellow practitioners.
- Help others analyse and evaluate concerns, information and assessments when contributing to inter-agency judgements and decision making.

Duration/Times

1 day 9.30am - 4.30pm

Level 3 - Target audience:

Multi-Agency for all agencies in child care, early year's settings, child health and mental health who attended the Safeguarding Children require a refresher on safeguarding.

Unit Cost: £50.00

Safeguarding Children Awareness - Level 2

This course aims to provide an awareness of safeguarding children and the polices and procedures involved in referring a case.

Dates:	Venue:
26 May 2011	Merley House, Wimborne
20 October 2011	Merley House, Wimborne
8 December 2011	The Dorford Centre Dorchester

Learning Outcomes:
By the end of the course participants will be able to:

- Identify the four categories of abuse
- Recognise signs and symptoms of abuse
- Know how to respond to a disclosure
- Understand the referral process
- Be aware of safer working practices

Related learning event:
Safeguarding Children 2 day course

Duration
Half day – morning or afternoon

Level 2
Workers who may come into contact with children, young people and families but do not directly work with them.

Unit cost: **£25.00**

Safer Recruitment Workshops (non schools)

The aim of this course is to give participants an awareness and understanding of offender behaviour, identify the key features of staff recruitment that help deter or prevent the appointment of unsuitable people, consider policies and practices that minimise opportunities for abuse or ensure its prompt reporting and to help participants to review their own policies and practices with a view to making them safer.

Dates:	Venue:
9 September 2011	Top O Town House Dorchester
28 October 2011	Top O Town House Dorchester
16 December 2011	Purbeck Centre, Wareham
17 February 2012	Purbeck Centre, Wareham

Learning Outcomes:

- give participants an awareness and understanding of offender behaviour;
- identify the key features of staff recruitment that help deter or prevent the appointment of unsuitable people
- consider policies and practices that minimise opportunities for abuse or ensure its prompt reporting
- help participants to review their own policies and practices with a view to making them safer.

Duration/Times

1 day 9.15am - 4.45 pm

Level 3 – Target Audience

For non-school workers

Unit Cost £60.00

Substance Use Awareness – Module One

This one day basic substance use training is aimed at workers who wish to become more familiar with the issues around the use of legal and illegal substances. It will help workers consider their own views and values, and develop their confidence and abilities in working with people who use substances.

Dates:	Venue:
29 June 2011	Merley House, Wimborne
25 October 2011	Cobham Sports & Social Club, Wimborne
9 November 2010	Top O Town House, Dorchester
17 January 2012	Merley House, Wimborne
7 February 2011	The Dorford Centre, Dorchester
20 March 2012	The Dorford Centre, Dorchester

Learning Outcomes:

- The range of substances used and the associated terminology
- The frameworks for conceptualizing problematic substance use
- A theoretical model to help people achieve behavioural changes

By the end of the course participants will be aware of;

- Which drug does what: range of drugs / effects / cost / risks / legal status
- Why people use drugs
- Stages of drug use: experimental to dependence
- Problematic drug use – who gets "a problem"?
- Helping people make changes – Introduction to Prochaska and DiClemente's Theory of change
- Brief outline of Motivational Interviewing

Duration/Times

1 day 9.30am - 4.30pm

Level 3 - Target Audience:

Health Visitors, Teachers, Social Workers, Probation Officers, Police, E.W.O's, School Nurses, Fostering Officers, Residential and Day Care Workers, Private / Voluntary Agencies, General Practitioners etc. All Professionals in care, health and mental health settings across adult's and children's services.

Unit Cost: £60.00

Substance Use Awareness – Module Two – Parental Substance Use and its impact upon children

This one day training is designed for workers who have either completed the Substance Use Module 1 training or who have some knowledge of substance use issues, and who wish to develop their abilities and expertise in assessing risk to children, and delivering effective interventions in families where there is adult problematic substance use.

Dates:	Venue:
22 June 2011	Cobham Sports & Social Club, Wimborne
30 June 2011	Merley House, Wimborne
23 September 2011	Merley House, Wimborne
26 October 2011	Top O Town, Dorchester
29 November 2011	The Dorford Centre, Dorchester
23 November 2011	Merley House, Wimborne
1 December 2011	Top O Town, Dorchester
26 January 2011	Merley House, Wimborne
9 February 2011	The Dorford Centre, Dorchester
22 March 2012	The Dorford Centre, Dorchester

Learning Outcomes:

This course will give participants a greater understanding of the complex issues relating to parental drug and alcohol use and its effects on children. By the end of the course participants will have:

- A clearer understanding of when substance use by parents becomes a problem which impacts upon their children
- A greater awareness of the factors needing consideration in assessing parents who use substance which pose a risk to children
- A basic knowledge of the key issues in pregnancy for substance using women
- An understanding of the possible effects on children of parental substance use
- Knowledge of the protective factors for children in such situations, which will help develop their resilience
- An awareness of the Safeguarding Procedures, and what is expected of workers.

Related Learning: Module One – Substance Awareness should be completed before Module Two.

Duration/Times

1 day 9.30am - 4.30pm

Level 3 - Target Audience:

Health Visitors, Teachers, Social Workers, Probation Officers, Police, E.W.O's, School Nurses, Fostering Officers, Residential and Day Care Workers, Private / Voluntary Agencies, General Practitioners etc. All Professionals in care, health and mental health settings across adult's ands children's services.

Unit Cost: £60.00

Supervising to Safeguard Children

The effective supervision of staff is fundamental to keeping children safe. The course therefore aims to consider the link between supervision and outcomes for children and give participants an opportunity to develop their supervision skills.

Dates:	Venue:
9 & 10 June 2011	The Dorford Centre, Dorchester
20 & 21 November 2011	Top O Town, Dorchester
23 & 24 February 2012	Purbeck Centre, Wareham

Learning Outcomes:

By the end of the course participants should be able to: -

- Describe the elements of effective supervision and how it can contribute to good outcomes for children
- Promote the effective analysis of information throughout the assessment and planning process
- Use supervision to enable supervisees to critically appraise their practice
- Understand the link between impact of the work and effective child protection practice
- Positively manage the impact of child care work, enabling emotions to be used to enrich thinking and support safe practice.
- Develop strategies for supporting and developing staff who are blocked whilst managing situations where safe practice is compromised.

Duration/Times

2 days 9.30am - 4.30pm

Level 4 - Target audience:

Children's Services 1st Line Managers and Supervisors to update practice and consolidate supervisory responsibilities.

Unit Cost: £125.00

Total Respect – Young People's Participation in Care

This course aims to help participants demonstrate and contribute to improvements in communication with young people.

Dates:	Venue:
1 & 2 June 2011	Purbeck Centre, Wareham
26 & 27 October 2011	Top O Town House Dorchester

Learning Outcomes:

- Contribute to improvements in the communication with young people who are looked after or are experiencing diversity.
- Demonstrate communication skills with Young People who are looked after or are experiencing adversity.
- Demonstrate an understanding of children's rights and the implication for practice regarding looked after children.
- Demonstrate increased understanding that listening to children and young people is a key component of child protection.

Duration/Times

2 days 9.30am - 4.30pm

Level 3 - Target audience:

Senior Practitioners, Social Workers, Team Managers, Social Work Assistants, Designated Teachers for looked after children, Education Welfare Officers, Adoption and Fostering Officers, Care Leaving Team, Residential Social Workers, ASSIST.

Unit Cost: £50.00

Working with Child Sexual Abuse

This course aims to enable participants to increase awareness of and the ability to respond effectively to child sexual abuse.

Dates:	Venue:
1 & 2 & 3 June 2011	Merley House, Wimborne
10, 11, & 12 October 2011	The Dorford Centre, Dorchester

Learning Outcomes:

- Describe the dynamics of sexual abuse in families.
- Describe the 'normal' stages of child development and sexual behaviours.
- List the signs and symptoms of sexual abuse.
- Define the behaviours of perpetrators and the effects on the family, the 'other parent', the professional network and children
- Define programmes of help that are available for all parts of the family.
- Distinguish attitudes and feelings, which could inhibit work with sexually abused children and families.
- Describe the need for and purpose of Self Protection programmes for the whole family.
- State the legal and procedural framework for working with sexual abuse.
- Outline the principles and practice guidelines for safe working.

Related learning event

This course provides underpinning knowledge linked to National Occupational Standards in Care at Levels 3 and 4, Units SC16, SC17, and Caring for Children and Young People, Unit C15.

Duration/Times

3 days 9.30am - 4.30pm

Level 3 - Target audience:

Health Visitors, Teachers, Social Workers, Probation Officers, Police, E.W.O's, School Nurses, Fostering Officers, Residential and Day Care Workers, Private / Voluntary Agencies, General Practitioners, etc. Participants should have some awareness of the issues and values involved in working with child sexual abuse. For professionals in child care, child heath and mental health settings.

Unit Cost: £145.00

Working with Resistant Families

This course aims to give participants an opportunity to reflect on involuntary behaviours that they have experienced or may encounter when dealing with child protection and safeguarding issues. It will aim to provide delegates with strategies and skills to engage with parents/service users who may be reluctant or resistant to interventions.

Dates:	Venue:
29 September 2011	The Dorford Centre, Dorchester
10 November 2011	Merly House, Wimborne
16 November 2012	The Dorford Centre, Dorchester
15 March 2012	Merly House, Wimborne

Learning Outcome

By the end of the course participants will be able to:

- An understanding of the basic literature/theory about resistance and in voluntarism and the importance of using literature to understand the impact of strong emotions on cognitive processes, maintain appropriate emotional and and physical boundaries when interviewing aggressive service users and limit the distorting impact of service user aggression on professional networks
- A framework for thinking through 'discrepant' information
- A framework for thinking about levels and possible outcomes of 'resistance'
- Awareness of some of the advantages and disadvantages of 'tools' (including questionnaires)
- Greater clarity about the limits of confidentiality in Child Protection work and the need to share and analyse information
- An understanding of the importance and use of procedures and contracts
- Some practical skills/techniques which reduce the likelihood of physical aggression - assertive rather than persecutory and authoritative rather than authoritarian
- Complementary strategies for recognising and dealing with personal and client stress

Duration

1 day 9.30am – 4.30 pm

Target Audience:

Professionals who are interacting with families, parents and carers to provide support and interventions for children and families, including locality service teams, practitioners and managers who work within specialist adults' services in social care and health.

Unit Cost: £65.00

LDN1

Appendix A

Nomination Form

Training Event:

Date:

Venue:

Prioritised Nominations Please print names clearly	**Job Title and Location**	**Work and Email address**
1		
2		
3		
4		

Please let the responsible Learning and Development Support Assistant know if your nominee(s) have particular needs e.g. hearing loop, wheelchair access, dietary requirements (where appropriate).

Please ensure that staff you have nominated hold the dates in their diary until 4 weeks before the event, if no confirmation has been received by this date they have not been selected and will need to be re-nominated for future dates.

Cancellation policy: To cancel a place we require at least 10 working days notice before the start of the course, non attendance without formal notification will be charged for. If you would like to make a substitution please contact the appropriate Learning and Development Support Assistant on 01305 224930 before the start of the course to arrange this, no extra charge will be made for a substitution.

Name of Nominating Officer: Job Title: Contact Tel No:

Signature: Date: E-mail address:

Invoice Address (if applicable):

Closing date for receipt of nominations: 5 weeks prior to the event

Please return nominations forms to Learning and Development, Top O Town House, Bridport Road, Dorchester DT1 1XT

Appendix B

Course Cancellation Policy

Cancellation of a place 10 or more working days before the event - no charge
Cancellations must be submitted in writing by email to the course administrator.

Substitution of an alternative delegate by the cost centre / external agency notified in writing by email to the course administrator - no charge.

Cancellation of a place less than 10 working days before the event - full unit cost charged.

Non-attendance on the day - full unit cost charged.

NB: A decision will be made about course viability 10 working days before the event; no charges will be incurred by external agencies in respect of any events cancelled by Learning and Develpment.

Appendix C
Four Levels of Safeguarding Training

Level 4 **Particular responsibility**	Safeguarding Unit, Learning and Development Paediatricians Supervisors/Managers of Level 3 or their delegates LSCB Members and their officers Policy Officers	
Level 3 **Work regularly** Multi-Agency, Managing and contributing to safeguarding procedures	Police CPIU Children's Services Social Workers Health Visitors/School Nurses Designated Senior Persons (Education) Youth Offending Team GPs/Paediatricians A&E Probation Officers CADAS Hospital & Community Health Staff Connexions Designated Safeguarding Officers Early Years Childminders	NSPCC Designated representatives of Level 1 and 2 Refuges Children's Centres Psychiatrists Psychologists CMHTs Learning Disability Staff Education Social Workers Family Support (Horizon) Midwives CAMHS Early Years Providers
Level 2 **Regular contact with children or parents** Single Agency, How to respond/what to do next.	NHS Direct Hospital Staff Council Employees Sports and Leisure Staff Youth Service Voluntary and Independent Sectors Army Welfare Housing Officers Residential Workers Connexions Ambulance	Fire Service Day care providers After school clubs Home Start Portage Environmental Services Children's Fund Private Foster Carers All school Staff Early Years Child Care Workforce
Level 1 All awareness	Faith/Community Groups Citizen's Advice Council Employees	Adult Services Prison Service RSPCA

1. Awareness

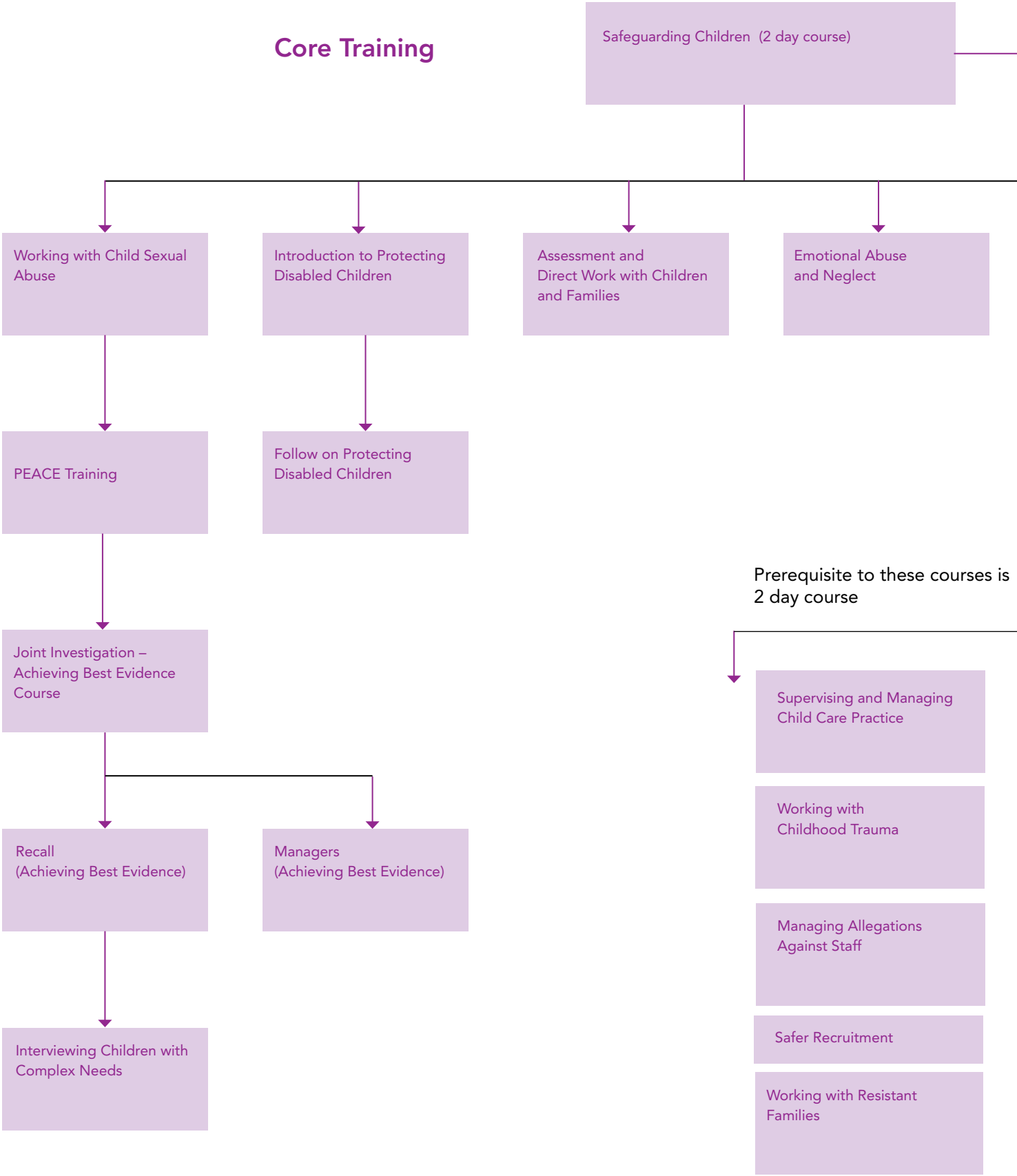
2. Single Agency
- How to respond
- What to do next
- To recognise maltreatment in needs arising from completion of CAF
- Introductory training on working together to safeguard and promote welfare of children

3 Multi-Agency
- Managing and contributing to Child Protection Procedures
- Higher minimum level of expertise
- Fuller understanding of how to work together to identify and address concerns
- To plan, undertake and review interventions

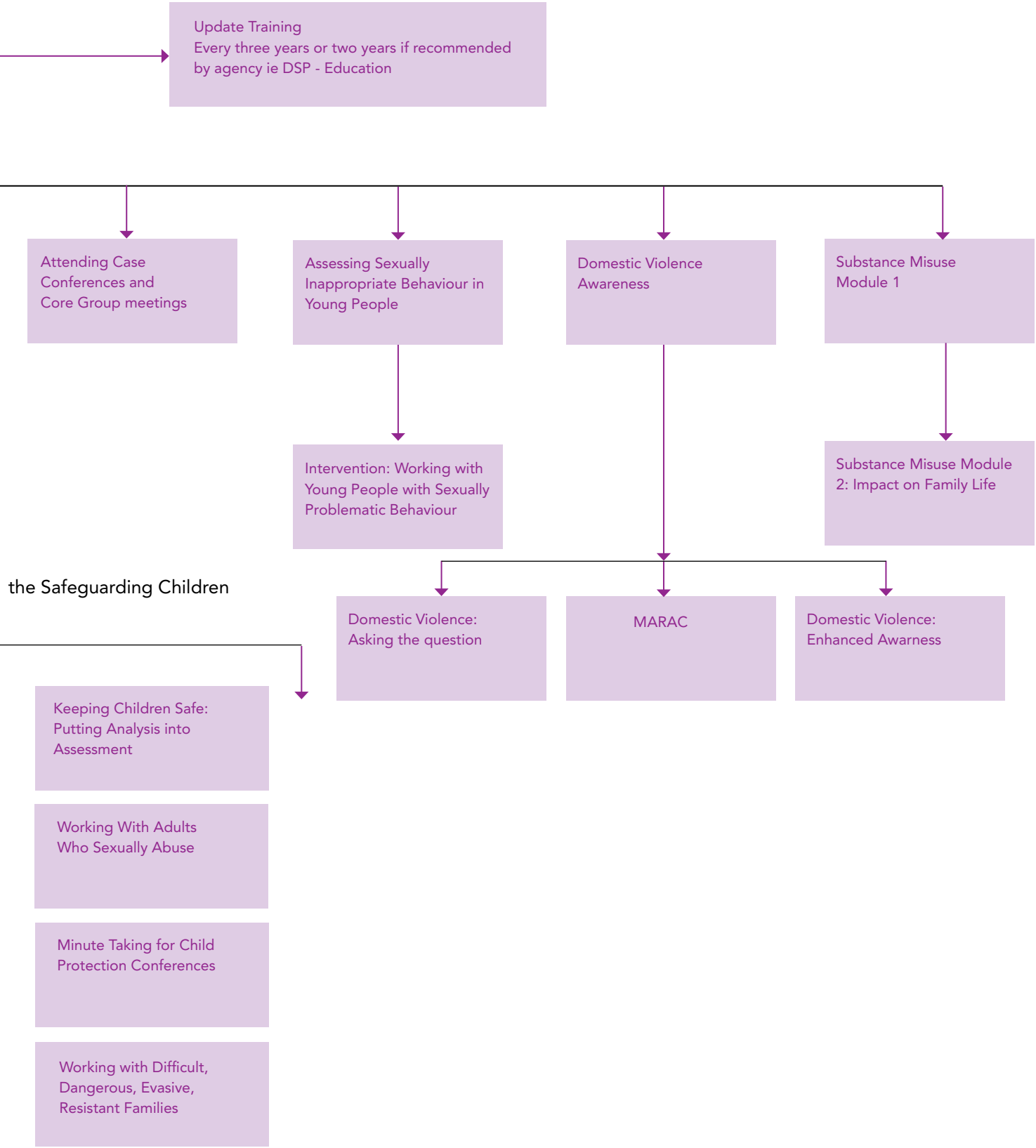
4 Those with particular strategic and managerial responsibilities

Those listed in S11 of the Children Act 2004
- Thorough understanding in serious and complex cases
- Thorough understanding of Working Together to Safeguard Children
- Require induction into role and up to date knowledge and skills

Safeguarding Children Training Pathway – Level Three



Appendix D



For course dates, venue and nomination information please access the DSCB website on
http://www.dorset/lscb.co.uk/site/advice-for-people-working-with-children/training

This publication can be made available in audio tape, large print and Braille, or alternative languages on request.

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